

# LUMBERJACK

## PLAN OF WORK

### 2011

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The Lumberjack Resource Conservation and Development (RC&D) Council, Inc. prohibits the discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact our office at 2187 North Stevens Street, Suite A, Rhinelander, WI 54501-8036 or phone: 715-362-3690 or fax: 715-362-3694. We will work with them to provide the alternative communication method. Lumberjack RC&D Council, Inc. is an equal opportunity provider and employer.

Activities of the Council are sponsored in part by USDA Natural Resources Conservation Service. The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice and TDD). To file a complaint of discrimination, write: USDA, Director, Office of Civil Rights, Room 326W, Whitten Building, 14<sup>th</sup> and Independence Avenue S.W., Washington, DC 20250-9410 or call 202-720-5964 (voice or TDD). USDA is an equal opportunity provider and employer.

## **VISION STATEMENT**

**Sustainable Resources for Vibrant Communities**

## **MISSION STATEMENT**

**Lumberjack RC&D Council strives to:**

- **enhance area natural resources, promote a higher standard of living and improve the quality of life.**
- **foster partnerships between public and private sectors for the benefit of area citizens.**

## **Lumberjack RC&D Council, Inc. is:**

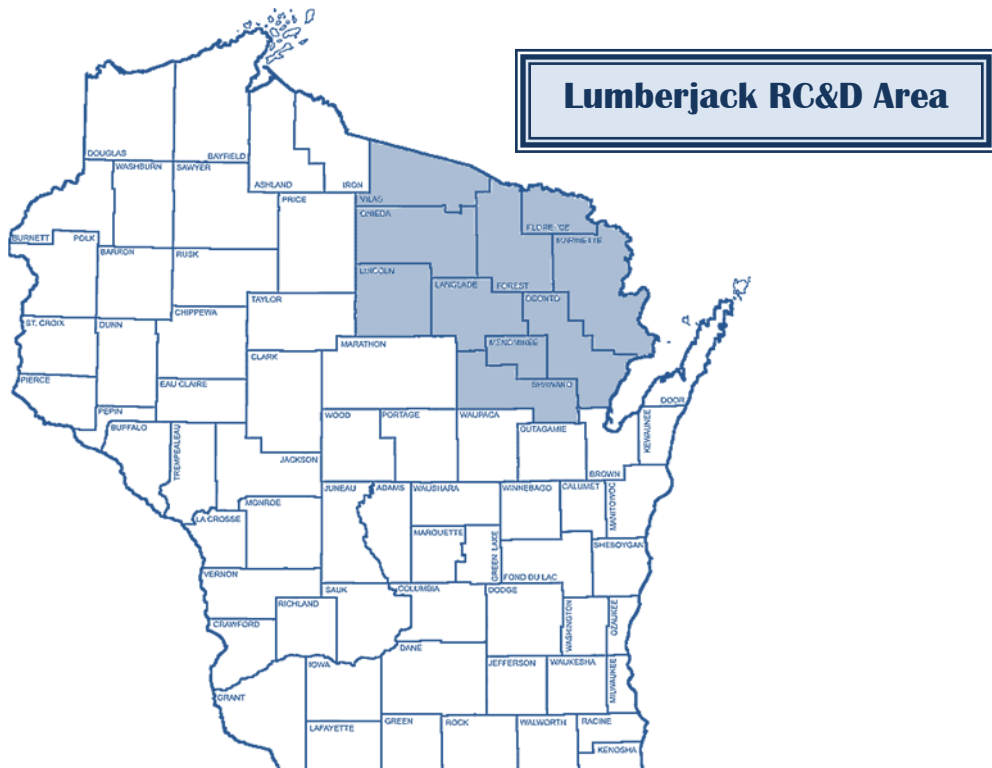
- a tax-exempt nonprofit corporation with a 501(c)(3) designation and State of Wisconsin charitable status.
- administered by a group of community leaders who provide direction and leadership to identify and address area needs.
- a program that relies on multi-county cooperation and the creation of partnerships
- a program that allows for interagency cooperation and provides increased access to state and federal programs.
- a program that helps coordinate the development of natural, economic and human resources.
- assisted by staff and consultants to help implement projects.
- comprised of the following standing committees that deal with a variety of project ideas and Council issues: Agriculture/Energy, Finance/Contracting, Forestry, Personnel/Special Events, and Recreation-Tourism/Rural Development.
- partners with the USDA-Natural Resources Conservation Service in cooperative conservation ventures.

## Local Sponsors

County Boards of Supervisors and County Land Conservation Committees (LCC) sponsor the Lumberjack RC&D Council by providing one representative to the Council's Board of Directors and one alternate. In addition, the Council may approve up to five at-large representatives to serve as board members with full voting privileges. At-large members may not be elected or appointed county officials.

The Lumberjack RC&D area in Northeastern Wisconsin encompasses the following ten counties:

Florence	Menominee
Forest	Oconto
Langlade	Oneida
Lincoln	Shawano
Marinette	Vilas



### BOARD OF DIRECTORS

COUNTY	NAME	PHONE	ADDRESS	E-MAIL
Florence	Yvonne Van Pembrook <b>Secretary</b>	715-589-4454	798 Pemenee Drive Niagra, WI 54151	yvonvan @uplogon.com
Forest	Erhard Huettl <b>Vice President</b>	715-473-5314	6116 Evergreen Lane Wabeno, WI 54566	mehuettl @wildblue.net
Langlade	Eugene Kamps	715-489-3398	N1102 Fairview Road Antigo, WI 54409	
Lincoln	David Fox	715-539-3242	W4239 Chase Hill Road Irma, WI 54442	
Marinette				
Menominee	Bob Hermes	715-799-3560	N987 Spotted Fawn Trail Keshena, WI 54135	popcorn1 @frontiernet.net
Oconto	Buzz Kamke	920-846-8139	475 S. Milwaukee Avenue Oconto Falls, WI 54154	sbkamke @Bayland.net
Oneida	Tom Rudolph <b>Treasurer</b>	715-362-6222	1740 Larsen Drive Rhineland, WI 54501	tdrudolph @charter.net
Shawano	Arlyn Tober	715-754-5157	N4193 Valley View Road Shawano, WI 54166	ATober @frontiernet.net
Vilas	Erv Teichmiller	715-356-9219	1273 E. Harbor Drive Arbor Vitae, WI 54568	rentals@ newnorth.net
At-Large Member	Lyle Dumke	715-524-9199	230 Alpine Drive Shawano, WI 54166	lhlm@frontiernet.net
At-Large Member	Jim Kumbera	715-369-9110	P.O. Box 682 Rhineland, WI 54501	
At-Large Member	R.Wayne Plant <b>President</b> <b>Legislative Liaison</b>	715-536-8187	2800 Thielman Street Unit 9B Merrill, WI 54452	r.wayneplant @yahoo.com

### ALTERNATES

COUNTY	NAME	PHONE	ADDRESS	E-MAIL
Florence	Ed Wenger	715-528-4367	3792 US Highway 2 Florence, WI 54121	
Forest	Jim Stormer	715-484-2022	619 Arbutus Point Lane Pickerel, WI 54465	stormwood @solarus.net
Langlade	Joe Barnett	715-484-3968	N8700 Barnett Lane Lily, WI 54491	
Lincoln	Ray Bloomer	715-218-4922	703 Schultz Street Merrill, WI 54452	
Menominee	Doug Cox	715-853-8053	P.O. Box 1301 Keshena, WI 54135	
Oconto	Dennis Kroll	920-822-5909	7422 Kroll Lane Pulaski, WI 54162	
Oneida	Greg Berard	715-369-3354	721 Thayer Street Rhineland, WI 54501	
Shawano	Wayne Thoma	715-585-2661	N5817 County Road J Tigerton, WI 54486	
Vilas	Dennis Nielsen	715-542-2234	191 Kurtzwell Road Sayner, WI 54560	

## COMMITTEE MEMBERS

### AGRICULTURE/ENERGY COMMITTEE

NAME	AFFILIATION	PHONE	FAX	ADDRESS
Ray Bloomer	Lincoln County LCC	715-218-4922		703 Schultz Street Merrill, WI 54452
Eugene Kamps <b>Chair</b>	Langlade County LCC	715-489-3398		N1102 Fairview Road Antigo, WI 54409
Dennis Kroll	Oconto County LCC	920-822-5909		7422 Kroll Road Pulaski, WI 54162
Carolyn Scholl	Vilas County LWCD	715-479-3747	715-479-1978	330 Court Street Eagle River, WI 54521
Arlyn Tober	Shawano County LCC	715-754-5157		N4193 Valley View Road Shawano, WI 54166

### FINANCE/CONTRACTING COMMITTEE

NAME	AFFILIATION	PHONE	FAX	ADDRESS
Claudia Baker	Lumberjack RC&D	715-362-3690	715-362-3694	2187 N. Stevens Street, Suite A Rhineland, WI 54501
Joe Barnett	Langlade County LCC	715-484-3968		N8700 Barnett Lane Lily, WI 54491
Tom Rudolph <b>Chair</b>	Oneida County LCC	715-362-6222		1740 Larsen Drive Rhineland, WI 54501
Jim Stormer	Forest County LCC	715-484-2022		619 Arbutus Point Lane Pickerel, WI 54465

### FORESTRY COMMITTEE

NAME	AFFILIATION	PHONE	FAX	ADDRESS
David Fox	Lincoln County LCC	715-539-3242		W4239 Chase Hill Road Irma, WI 54442
Bob Hermes <b>Chair</b>	Menominee County LCC	715-799-3560		N987 Spotted Fawn Trail Keshena, WI 54135
Buzz Kamke	Oconto County LCC	920-846-8139		475 S. Milwaukee Avenue Oconto Falls, WI 54154
Dennis Nielsen	Vilas County LLC	715-542-2234		191 Kurtzwell Road Sayner, WI 54560
Wayne Thoma	Shawano County LCC	515-585-2661		N5817 County Road J Tigerton, WI 54486
Ed Wenger	Florence County LLC	715-528-4367		3972 US Highway 2 Florence, WI 54121

## COMMITTEE MEMBERS

### PERSONNEL/SPECIAL EVENTS COMMITTEE

NAME	AFFILIATION	PHONE	FAX	ADDRESS
Lyle Dumke	At-Large Member	715-524-9199		230 Alpine Drive Shawano, WI 54166
Marie Graupner	Langlade County LCD	715-627-6292	715-627-6281	837 Clermont Street Antigo, WI 54409-1948
Erhard Huettl	Forest County LCC	715-473-5314	715-473-3213	6116 Evergreen Lane Wabeno, WI 54566
Paul Mueller	Lumberjack RC&D	715-362-1170	715-362-1112	5985 County Road K Rhineland, WI 54501
Wayne Plant Chair	At-Large Member	715-536-8187	Same	W4385 Eagle Ridge Lane Merrill, WI 54452

### RECREATION-TOURISM/RURAL DEVELOPMENT COMMITTEE

NAME	AFFILIATION	PHONE	FAX	ADDRESS
Greg Berard	Oneida County LWCC	715-369-3354		721 Thayer Street Rhineland, WI 54501
Doug Cox	Menominee County LLC	715-853-8053		P.O. Box 1301 Keshena, WI 54135
Cindy Gretzinger	Forest County LCD	715-478-7796		Courthouse 200 E Madison Street Crandon, WI 54520-1415
Jim Kumbera	At-Large Member	715-369-9110	715-369-5758	P.O. Box 682 Rhineland, WI 54501
Corrin Seaman	Florence County UWEX	715-525-4480	715-528-5172	3977 US Highway 2 Florence, WI 54121
Erv Teichmiller	Vilas County LWCC	715-356-9219		1273 E. Harbor Drive Arbor Vitae, WI 54568
Yvonne Van Pembroke Chair	Florence County LCC	715-589-4454		798 Pemene Drive Niagra, WI 54151

## LUMBERJACK OFFICE PERSONNEL

POSITION	NAME	EMAIL	PHONE/FAX	ADDRESS
Coordinator	Kim Goerg	kim.goerg@wi.usda.gov	Phone: 715-362-3690 Fax: 715-362-3694	Lumberjack RC&D Council 2187 N. Stevens Street, Suite A Rhineland, WI 54501-8036
Administrative Assistant	Claudia Baker	claudia_b@newnorth.net		

## LUMBERJACK FORESTRY PROJECT STAFF

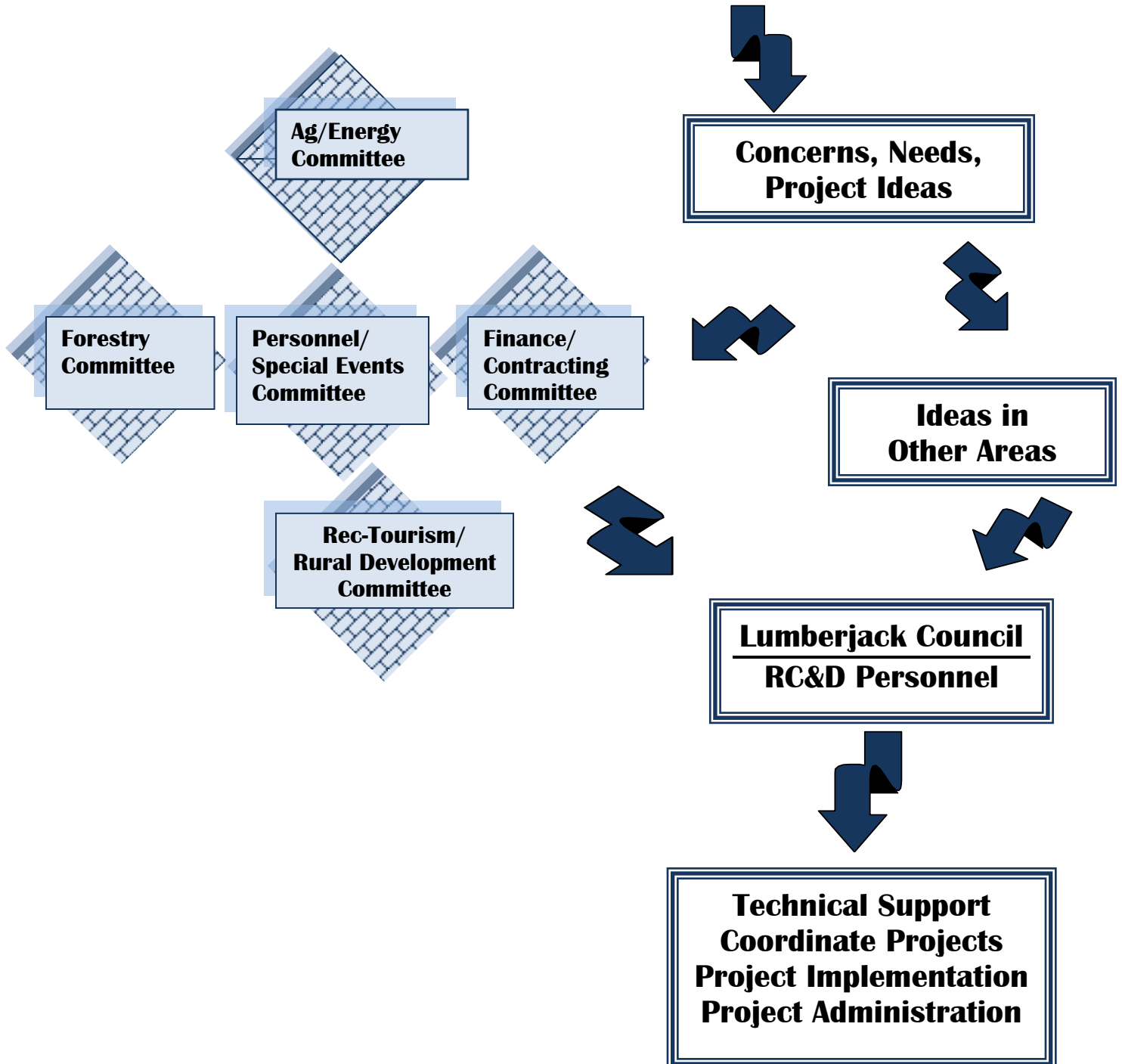
POSITION	NAME	LOCATION	PHONE/FAX	ADDRESS
Project Supervisor	Paul Mueller	email: pmuellerrcd@newnorth.net	Phone: 715-362-1170	FIA Project Office 5985 County Road K Rhineland, WI 54501
Field Foresters	Patrick Nelson Terry Schreiber Zackary Klessig	<b>Rhineland Office</b>	Fax: 715-362-1112	
	Caleb Wolden Jennifer Smith	<b>Hayward Office</b>	Phone: 715-634-1858 Fax: 715-634-2733	FIA DNR State Nursery 16133 W. Nursery Road PO Box 774 Hayward, WI 54843
	Jeffery Nyquist	<b>Wisconsin Rapids Office</b>	Phone: 715-423-2104 Fax: 715-423-2179	FIA NCRS 1841 W. Grand Avenue - Suite 2 PO Box 367 Wisconsin Rapids, WI 54494

## LUMBERJACK AQUATIC INVASIVES PROJECT STAFF

POSITION	NAME	EMAIL	PHONE/FAX	ADDRESS
Aquatic Invasives Coordinator	Christopher Hamerla	chris_h@frontier.com	Phone: 715-362-3690 Fax: 715-362-3694	Lumberjack RC&D Council 2187 N. Stevens Street, Suite A Rhineland, WI 54501-8036



**Agencies, Association, Businesses, Council Members,  
Groups, Individuals, Industry**



## COMMITTEE, COUNCIL AND STAFF FUNCTIONS

COMMITTEE	COUNCIL	OFFICE PERSONNEL
Makes a recommendation to Council on proposed projects in their assigned areas	Takes action on committee recommendations or acts directly on projects that don't fall under a committee	Takes action on project proposals and Council-approved projects
<b>Actions they can take:</b>	<b>Actions they can take:</b>	<b>Actions they can take:</b>
1) Recommend to the Council to adopt the project	1) Approve the project	1) Seek technical information to support project proposals
2) Recommend to the Council to reject the project	2) Reject the project	2) Coordinate and assist with project implementation
3) Modify the project	3) Accept a modified version of the project	3) Handle administration of Council-approved projects.
4) Ask for further information on the project	4) Table the project pending further information	4) Handle bookkeeping, payroll and other Council related business

# **LUMBERJACK RESOURCE CONSERVATION & DEVELOPMENT COUNCIL, INC.**

## **PROJECT PROPOSAL FORM**

To have a project considered by the Lumberjack Council, an outline should be prepared using the following format. The plan should then be submitted to one of the RC&D council members, alternates or the coordinator, who will then direct the plan to the proper committee. After committee consideration, a recommendation will be made to the council on whether or not to accept the project. If the project is accepted, council staff will work to seek funding to implement the project. Staff and/or consultants are hired as needed to complete projects.

### **(PROJECT PROPOSAL REQUIREMENTS)**

#### **Cover Page**

TITLE:

SUBMITTED BY:

DATE SUBMITTED:

SPONSORED BY: (List sponsoring organizations.)

## **(BODY)**

### **I. SUMMARY**

What is the project about?

### **II. SPONSOR OBJECTIVES**

What problems, concerns or opportunities will this project address?

### **III. ASSISTANCE NEEDED**

Who will run the project? What assistance is needed from the RC&D?

### **IV. FORMULATION AND EVALUATION**

Why is this project the best way to address this issue? How will the outcome be evaluated?

### **V. PROJECT OUTLINE AND TIMETABLE**

List the project steps and expected completion dates.

### **VI. BUDGET**

List project costs. List contributions to be provided by others (show whether sponsor support is in-kind services or direct funding).

## **PARTNERS ASSISTING**

1. County Economic Development Corporations
2. Farming Community
3. Forest Industry Safety & Training Alliance (FISTA)
4. Land Conservation Departments
5. Local Governments
6. Local Schools
7. Menominee Tribal Enterprises
8. Minnesota Department of Natural Resources
9. Private Landowners
10. Private Industry/Foundations
11. Regional Planning Commissions
12. Private Consultants/Contractors
13. Timber Producers Association of Michigan and Wisconsin
14. Tribal Governments
15. US Fish and Wildlife Service
16. USDA Forest Service
17. USDA Natural Resources Conservation Service
18. USDA Rural Development
19. USDI Bureau of Indian Affairs
20. University of Massachusetts - Amherst
21. University of Wisconsin
22. University of Wisconsin – Extension
23. Utility Companies
24. Wisconsin Coastal Management Program
25. Wisconsin County Forest Association
26. Wisconsin Department of Administration
27. Wisconsin Department of Agriculture, Trade and Consumer Protection
28. Wisconsin Department of Commerce
29. Wisconsin Department of Development
30. Wisconsin Department of Natural Resources
31. Wisconsin Department of Tourism
32. Wisconsin Department of Transportation
33. Wisconsin Environmental Education Board
34. Wisconsin Forest Productivity Council
35. Wisconsin Forest Resources Education Alliance
36. Wisconsin Woodland Owners Association

## 2011 PLAN OF WORK BUDGET

PROJECT	POINTS PROJECT NUMBER	TIME FRAME	PARTNERS DIRECT SUPPORT	COUNCIL DIRECT SUPPORT	IN-KIND SUPPORT
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### AG/ENERGY COMMITTEE

Menominee County GIS Software Project	10-07	05/27/10 - 09/30/11	3,000		
Wild Rivers Invasive Species Coalition (WRISC) - Education Outreach Campaign	10-04	02/16/10 - 12/31/10	5,589		1,900

### FORESTRY COMMITTEE

Forest Inventory & Analysis (FIA) – 2010/2011	10-09	10/01/10 - 09/30/11	383,182		
Sustainable Forestry Awards – 2010	10-03	10/23/09 - 10/31/10		400	
Univ. of Massachusetts/ Amherst Ozone Project – 2010/2011	10-05	03/05/10 - 03/04/11	7,000		
WI Continuous Forest Inventory (WICFI) – 2010/2011	10-10	10/01/10 - 09/30/11	259,510		
Wisconsin Headwaters Invasives Partnership (WHIP)	10-01	10/23/09 - 10/31/12	642	3,774	

### RECREATION-TOURISM/RURAL DEVELOPMENT COMMITTEE

American's With Disabilities Accessibility to Florence County Fairgrounds	09-04	04/30/09 - 12/31/10	43,250	3,063	13,390
Florence Co. Fairgrounds Pit Toilet Facility	10-08	05/27/10- 12/31/11	27,820	2,341	2,000
Sustainable Forestry Conference VII- 2011	11-01	10/21/10 - 04/30/11	3,000	1,500	
Tri-County Approach to Aquatic Invasives Managment	08-06	07/21/09 - 07/21/12	59,267		33,432
		Totals	<b>792,260</b>	<b>11,078</b>	<b>50,722</b>

<b>Partner(s) Direct Support:</b>	<b>792,260</b>
<b>Council Direct Support:</b>	<b>11,078</b>
<b>In-Kind Support:</b>	<b><u>50,722</u></b>
<b>Total:</b>	<b>854,060</b>

## **AG/ENERGY COMMITTEE PROJECTS**

### **MENOMINEE COUNTY GIS SOFTWARE PROJECT**

**Description of opportunity:** Menominee County is unique because it shares coterminous boundaries with the one Town of Menominee as well as the Menominee Indian Reservation. The Menominee County GIS/Land Information Office does not have adequate funding to update their ERSI-ARC Info Geographic Information System as Menominee County is the poorest county within the State of Wisconsin.

**Benefits expected:** Obtaining new GIS software will allow the Land Information Office to create and maintain critical mapping components for the Town/County's Comprehensive Management Plan and the Land & Water Resource Management Plan. Mapping services will be provided to county Zoning, Forestry, Police and Fire Departments. In addition, the Land Conservation Department will benefit by utilizing the software for shoreline restorations, mapping invasive species and developing erosion control plans. Project outcomes include utilizing the GIS software to help complete two shoreline restoration demonstration sites.

**Status:** Council approved project funding on May 27, 2010 on the condition that the Menominee Town/County Board approved \$3,000 in their 2011 Budget for the annual software maintenance fee. A copy of the Menominee Town/County Board of Supervisors January 21, 2010 meeting minutes containing the approved motion was received by the council office on June 21, 2010.

<b>Element:</b>	Land Conservation	
<b>Goal:</b>	Assist landowners within the 10-county area with shoreline protection and restoration of degraded shorelines over the next five years.	
<b>Objective:</b>	Reduce shoreline erosion on up to five (5) water bodies by 2014.	
<b>Strategy:</b>	In cooperation with county land conservation departments and other conservation partners establish up to three (3) demonstrations/workshops on shoreline protection restoration within the next five years.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
09/30/2011	Ag/Energy Committee – 4 hrs Menominee County Land Conservation/Land Information Department Staff- 160 hrs Coordinator/Administrative Assistant – 16 hrs  \$9,911 (Council Direct Support – (provided June 2010) \$3,000 (Project Partner Direct Support)	October 2010:  January 2011:  April 2011:  July 2011:

**WILD RIVERS INVASIVE SPECIES COALITION (WRISC)**  
**EDUCATIONAL OUTREACH CAMPAIGN**

**Description of opportunity:** WRISC is a multi-county (Florence, Forest & Marinette Co.'s, WI) and multi-state (Dickinson & Menominee Co.'s, MI) effort to develop a Cooperative Weed Management Area (CWMA) to aid preventing the spread of non-native invasive species.

**Benefits expected:** WRISC's Educational Outreach Campaign involves the hiring of a part-limited term employee to develop the organization's website, produce and distribute educational material, and research available grants for funding of future projects. The ultimate goal of the WRISC Steering committee is for the group to become an established 501(c)(3) non-profit organization.

**Status:** The WRISC project coordinator completed the development of the coalition's website, informational brochure, a mobile display and several other forms of informational materials. In addition, the coordinator conducted an invasive species mapping day, organized two invasive species educational events, and set up informational displays at three county fairs. The WRISC Steering Committee recently completed their "Memorandum of Understanding/Participation Agreement" and is currently in the process of finalizing the "WRISC Management Plan." WRISC Steering Committee Meetings are scheduled for the 1<sup>st</sup> Tuesday of each month in Florence, WI.

<b>Element:</b>	Land Management	
<b>Goal:</b>	Increase public awareness of Terrestrial Invasive Species (TIS) and assist in the prevention and control of new infestations in a minimum of two (2) area counties without an active program by 2014.	
<b>Objective:</b>	Council will assist in the development of a least one (1) Cooperative Weed Management Area (CWMA) resulting from partnerships of at least three federal, state or county agencies by 2011.	
<b>Strategy:</b>	1) Council will assist CWMA partners in conducting a minimum of four (4) workshops/demonstrations annually on TIS prevention through 2014. 2) Lumberjack will seek funding to assist the cooperative in the development and/or dissemination of educational material on prevention, control and management of terrestrial invasives at a minimum of four (4) scheduled TIS events per year through 2014.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
12/31/2010	Ag/Energy Committee – 2 hrs Florence County Land Conservation Department & Dickinson County (MI) Conservation District Department Staff – 160 hrs Coordinator/Administrative Assistant – 30 hrs  \$5,589 (Partners Direct Support through 2010 NRCS/RC&D Cooperative Agreement) \$1,900 (Partners In-Kind Support)	October 2010:     January 2011:



## FINANCE/CONTRACTING COMMITTEE

The Finance/Contracting Committee is responsible for developing draft Council agreements and contracts. In addition, the committee reviews all grants, project budgets and financial statements and assists with the audit process.

## FORESTRY COMMITTEE PROJECTS

### FOREST INVENTORY AND ANALYSIS (FIA) – 2010/2011

**Description of opportunity:** The “Forest Inventory & Analysis Intensification Program” is sponsored by the Wisconsin Department of Natural Resources (WDNR). Historically, forest inventory plots were measured every 10-15 years to provide customers with information regarding land-use change, forest health, vegetative changes and quality and volume forest products. The WDNR determined a need to collect plot data on an annual basis.

**Benefits expected:** Collecting plot data annually will improve the quality and timeliness of resource information to aid in developing sound management recommendations. Lumberjack RC&D has been able to maintain a cadre of permanent professional field foresters with offices located in three rural areas of Wisconsin. Data will be collected on approximately 685 permanently established FIA plots and 50 established Habitat Type plots during 2010-2011.

**Status:** Lumberjack RC&D is responsible for administering the FIA program for the entire state of Wisconsin. Council has an FIA project supervisor and six field foresters. Lumberjack is currently in its second year of the 5-year “Forest Inventory Intensification Services” contract. Each project year ends on September 30<sup>th</sup>.



<b>Element:</b>	Land Management
<b>Goal:</b>	Support forestry management at the federal, state and county level to maintain the health and sustainability of the forest resource in order to enhance economic, environmental and recreation value through 2014.
<b>Objective:</b>	Assist the Wisconsin Department of Natural Resources and the US-Forest Service in conducting annual monitoring and inventory surveys of Wisconsin’s forestry resource statewide over the next five years.
<b>Strategy:</b>	Council will employ a well-trained professional forestry staff to conduct annual forest inventories under the Forest Inventory & Analysis Program, WI Continuous Forest Inventory Program, University of Massachusetts-Amherst Ozone Project and other future partner inventory programs through 2014.

Target Date:	Responsibility/Hours/Budget	Progress:
09/30/2011	Forestry Committee – 4 hrs  FIA Project Staff – 8,320 hrs Administrative Assistant – 400 hrs  \$383,182 (Contracted Services)	October 2010:  January 2011:  April 2011:  July 2011:

### SUSTAINABLE FORESTRY AWARDS - 2010

**Description of opportunity:** Lumberjack has been in existence since 1968 and has developed long-term relationships with numerous agencies, organizations, businesses and individuals who promote sustainable forest management. In 2003, Lumberjack’s Forestry Committee established a “Sustainable Forestry Awards Program” to recognize the important contributions made to sustainable forestry and the RC&D program. In 2009, the forestry awards program project was extended for 5 years.

**Benefits expected:** The awards program helps raise public awareness of existing and new partnerships among various entities that support sustainable forest management in Wisconsin. This program will also promote, celebrate and highlight individuals, groups, organizations, businesses and others who support the RC&D program.

**Status:** A call for nominations is sent out each spring to RC&D partners for the following three award categories: Friend of Forestry; Forest Steward of the Year; and Chairman’s Award. The 2010 forestry awards will be presented to the recipients on October 21, 2010 at the Full Council Meeting.

<b>Element:</b>	Land Management
<b>Goal:</b>	Support forestry management at the federal, state and county level to maintain the health and sustainability of the forest resource in order to enhance economic, environmental and recreation value through 2014.
<b>Objective:</b>	Assist the Wisconsin Department of Natural Resources and the US-Forest Service in conducting annual monitoring and inventory surveys of Wisconsin’s forestry resource statewide over the next five years.
<b>Strategy:</b>	Council will annually plan and hold a “Sustainable Forestry Awards Program” to highlight and celebrate important contributions made to sustainable forestry by an individual, business and organization within Lumberjack’s ten-county area through 2014.

Target Date:	Responsibility/Hours/Budget	Progress:
10/21/2010	Forestry Committee – 4 hrs Coordinator/Administrative Assistant – 20 hrs  \$400 (Council Direct Support)	October 2010:

### UNIVERSITY of MASSACHUSETTS/AMHERST OZONE PROJECT - 2010/2011

**Description of opportunity:** There is a need for long-term assessment of the effects of ozone and other air pollutants on the health of the state's native plant communities.

**Benefits expected:** Collecting data annually on permanent "Ozone Bio-indicator Plots" will assist forest managers and scientists to better identify and quantify the factors influencing our forests, work toward a better understanding of current environmental conditions, and determine what actions we can take to improve the environment for future generations.

**Status:** The University of Massachusetts-Amherst contracted with Lumberjack to utilize the council's professional forestry staff to conduct the Forest Inventory & Analysis - Ozone Biomonitoring Program. Monitoring of foliar ozone damage will take place at twenty-nine biosites in southern Wisconsin during the month of August.

<b>Element:</b>	Land Management	
<b>Goal:</b>	Support forestry management at the federal, state and county level to maintain the health and sustainability of the forest resource in order to enhance economic, environmental and recreation value through 2014.	
<b>Objective:</b>	Assist the Wisconsin Department of Natural Resources and the US-Forest Service in conducting annual monitoring and inventory surveys of Wisconsin's forestry resource statewide over the next five years.	
<b>Strategy:</b>	Council will employ a well-trained professional forestry staff to conduct annual forest inventories under the Forest Inventory & Analysis Program, WI Continuous Forest Inventory Program, University of Massachusetts-Amherst Ozone Project and other future partner inventory programs through 2014.	
Target Date:	Responsibility/Hours/Budget	Progress:
03/04/2011	Forestry Committee – 4 hrs Ozone Coordinator– 200 hrs Administrative Assistant – 40 hrs  \$7,000 (Contracted Services)	October 2010:  January 2011:  April 2011:

## WISCONSIN CONTINUOUS FOREST INVENTORY (WICFI) - 2010/2011

**Description of opportunity:** Wisconsin's ten officially designated state forests comprise 512,000 acres of public land holdings managed by the Wisconsin Department of Natural Resources. These state-owned forests provide multiple benefits, including scenic beauty, recreation, wildlife, clean water and timber. Sustainable management of state forests provides ecological and social benefits as well as economic support for surrounding local communities.

**Benefits expected:** The primary goal of the inventory is to report on the condition of each of the state forests on an annual basis. The information will also be used to ensure the state forests are being managed under sustainable forestry principals to provide a full range of benefits to current and future forest users. Data will be collected on approximately 630 permanently established inventory plots.

**Status:** The project contract was approved by the Wisconsin Department of Natural Resources on 08/27/09 and runs through 09/30/2014. Each project year ends on September 30<sup>th</sup>. Lumberjack will hire up to four limited-term full-time employees (Technicians/Botanists) to assist staff foresters with data collection.



<b>Element:</b>	Land Management	
<b>Goal:</b>	Support forestry management at the federal, state and county level to maintain the health and sustainability of the forest resource in order to enhance economic, environmental and recreation value through 2014.	
<b>Objective:</b>	Assist the Wisconsin Department of Natural Resources and the US-Forest Service in conducting annual monitoring and inventory surveys of Wisconsin's forestry resource statewide over the next five years.	
<b>Strategy:</b>	Council will employ a well-trained professional forestry staff to conduct annual forest inventories under the Forest Inventory & Analysis Program, WI Continuous Forest Inventory Program, University of Massachusetts-Amherst Ozone Project and other future partner inventory programs through 2014.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
09/30/2011	Forestry Committee – 4 hrs FIA Staff – 8,160 hrs Administrative Assistant – 200 hrs  \$259,510 (Contracted Services)	October 2010:  January 2011:  April 2011:  July 2011:

## WISCONSIN HEADWATERS INVASIVES PARTNERSHIP (WHIP)

**Description of opportunity:** Invasive species prevention and control programs are an increasingly important part of land and water conservation initiatives as environmentally harmful non-native species continue to become established. Initial prioritization of aquatics over terrestrial invasives was a logical choice in lake rich counties such as Oneida and Vilas, but land based threats cannot be overlooked any longer. Many northern Wisconsin counties are now participating in the development of regional invasive species partnerships based on the “Cooperative Weed Management Area” (CWMA) concept. The Lumberjack Council agreed to the sponsorship of the Wisconsin Headwaters Invasives Partnership (WHIP) by assuming financial oversight and providing limited direct funding during the groups early organizational stages.

**Benefits expected:** The intent of WHIP is to become a fully independent 501(c)(3) nonprofit cooperative providing terrestrial invasive species management services throughout Oneida and Vilas counties. WHIP activities are directed by its’ own steering committee.

**Status:** Monthly developmental meetings have been conducted during 2010 with individuals representing organizations such as the US-Forest Service, WI Department of Natural Resources, Oneida & Vilas County Land Conservation Departments, USDA-Natural Resources Conservation Service, Boards of Commissioners of Public lands and Trees for Tomorrow. Several news articles were published in local news media about WHIP, and providing useful information on identifying and managing terrestrial invasive species. WHIP assisted with a field days established to help control non-native invasive garlic mustard, buckthorn and honeysuckle. The WHIP Steering Committee recently sent out their “Memorandum of Understanding” for cooperator signatures and submitted a grant to the US-Forest Service for continued project funding. WHIP Steering Committee Meetings are scheduled for the 3<sup>rd</sup> Friday of each month and are held in various locations within Oneida and Vilas counties.

<b>Element:</b>	Land Management
<b>Goal:</b>	Increase public awareness of Terrestrial Invasive Species (TIS) and assist in the prevention and control of new infestations in a minimum of two (2) area counties without an active program by 2014.
<b>Objective:</b>	Council will assist in the development of a least one (1) Cooperative Weed Management Area (CWMA) resulting from partnerships of at least three federal, state or county agencies by 2011.
<b>Strategy:</b>	<ul style="list-style-type: none"><li>3) Council will assist CWMA partners in conducting a minimum of four (4) workshops/demonstrations annually on TIS prevention through 2014.</li><li>4) Lumberjack will seek funding to assist the cooperative in the development and/or dissemination of educational material on prevention, control and management of terrestrial invasives at a minimum of four (4) scheduled TIS events per year through 2014.</li></ul>

Target Date:	Responsibility/Hours/Budget	Progress:
10/31/2012	Forestry Committee – 4 hrs Coordinator/Administrative Assistant – 40 hrs  \$3,774 (Council Direct Support)  \$642 (Partners Direct Support through 2010 NRCS/RC&D Cooperative Agreement)	October 2010:  January 2011:  April 2011:  July 2011:

## PERSONNEL/SPECIAL EVENTS COMMITTEE

### EMPLOYEE ADMINISTRATIVE GUIDANCE

The Personnel/Special Events Committee is responsible for developing personnel policies and procedures, supervising council employees, performing employee evaluations and providing direction on human resources, health and safety issues; as well as organizing for special events.

## RECREATION-TOURISM/RURAL DEVELOPMENT COMMITTEE PROJECTS

### AMERICAN'S WITH DISABILITIES ACCESSIBILITY TO FLORENCE COUNTY FAIRGROUNDS

**Description of opportunity:** Accessibility to public facilities is critical to the well being of a community and especially to those members of the community who are challenged by the restrictions that lack of accommodation imposes. The Florence County Agricultural Society seeks to break down barriers to participation in educational and recreational activities held at the 17-acre Florence County Fairgrounds.

**Benefits expected:** The development of adequate parking facilities and sidewalks will provide opportunities for all area citizens and visitors, regardless of physical challenges, to utilize the property and enjoy all the events held at the county fairgrounds including the annual Florence County Fair. Better accessibility will enhance three-season usage of the fairgrounds and also contribute to the economic stability of Florence County.

**Status:** The initial project cost estimate prepared by MMA, Inc. (engineering firm) dated March 11, 2009 showed the construction costs for approximately 2,050 linear feet of sidewalk at \$86,288. On April 29, 2010, the project scope was revised down to 1,400 linear feet of sidewalk

at a total cost of \$56,640. The revised cost estimates were received too late for the council's contracted grant writer to meet the Wisconsin Department of Natural Resources May 1<sup>st</sup> grant proposal deadline. On June 29, 2010, Council's grant writer submitted a revised grant pre-proposal package for an eligibility review to the WI Department of Commerce for a "Community Block Grant." After receiving project eligibility approval, the Public Facilities Block Grant program coordinator for Florence County contacted the grant writer on August 9, 2010 to discourage her from submitting the application because of the low level of grant funding normally awarded (30-35% of project costs) and high amount of grant management obligations (reports/news releases). Grant application submission is currently on hold awaiting a council recommendation.

<b>Element:</b>	Community Development	
<b>Goal:</b>	Assist counties in the development/upgrading of a minimum of two (2) public recreational facilities by 2014.	
<b>Objective:</b>	Work with county partners in project planning and assist in obtaining funding for project development to increase access and utilization of public property through 2014.	
<b>Strategy:</b>	Council will support project implementation by acquiring grant writing assistance for the development of grant application packages to various grant programs to obtain project funding.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
12/31/2010	Recreation-Tourism/Rural Development Committee – 4 hrs Coordinator/Administrative Assistant - 40 hrs  \$43,250 (Partners Direct Support) – (Grant Search) \$13,390 (Partners In-Kind Support) \$3,063 (Council Direct Support) – (Grant writer application fee/Successful award percentage)	October 2010:  January 2011:  April 2011:  July 2011:



## FLORENCE COUNTY FAIRGROUNDS PIT TOILET FACILITY

**Description of opportunity:** The Florence County Fairgrounds are home to two youth athletic fields. The soccer field is utilized from mid-May through August and the baseball field is utilized from May through July. There are no public restroom facilities within a half-mile of the Sports fields.

**Benefits expected:** An area pit toilet facility would provide three-seasons of public restroom availability and reduce unsanitary conditions in remote areas surrounding the property.

**Status:** On June 29, 2010, Council's grant writer submitted a grant pre-proposal package for an eligibility review to the WI Department of Commerce for a "Community Block Grant." After receiving project eligibility approval, the Public Facilities Block Grant program coordinator for Florence County contacted the grant writer on August 9, 2010 to discourage her from submitting the application because of the low level of grant funding normally awarded (30-35% of project costs) and high amount of grant management obligations (reports/news releases). Grant application submission is currently on hold awaiting a council recommendation.

<b>Element:</b>	Community Development	
<b>Goal:</b>	Assist counties in the development/upgrading of a minimum of two (2) public recreational facilities by 2014.	
<b>Objective:</b>	Work with county partners in project planning and assist in obtaining funding for project development to increase access and utilization of public property through 2014.	
<b>Strategy:</b>	Council will support project implementation by acquiring grant writing assistance for the development of grant application packages to various grant programs to obtain project funding.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
12/31/2011	Recreation-Tourism/Rural Development Committee – 4 hrs Coordinator/Administrative Assistant - 40 hrs \$27,820 (Partners Direct Support) – (Grant Search) \$2,000 (Partners In-Kind Support) \$2,341 (Council Direct Support) – (Grant writer application fee/Successful award percentage)	October 2010:  January 2011:  April 2011:  July 2011:



## SUSTAINABLE FORESTRY CONFERENCE VII - 2011

**Description of opportunity:** Local action is needed by area communities to retain and expand existing forest products companies, recruit new industry and develop forest land multiple-use alternatives to provide additional jobs and income.

**Benefits expected:** Based on participant surveys from the 2010 Sustainable Forestry Conference, a seventh conference is being planned which will provide information on forest management and utilization issues such as forest parcelization and wood availability.

**Status:** Florence County UW-Extension has requested conference planning, promotional assistance and direct financial support from Lumberjack RC&D. The conference will be held on April 14, 2011 at the “Encore on Central” in Florence, Wisconsin.

<b>Element:</b>	Community Development	
<b>Goal:</b>	Assist in the creation of viable and sustainable markets for wood utilization and biomass for energy through 2014.	
<b>Objective:</b>	Partner with state and local entities to host annual sustainable forestry conferences, and assist in the dissemination of educational material on forest products marketing for a minimum of 120 landowners/forest products suppliers per year.	
<b>Strategy:</b>	Council will work with the University of Wisconsin-Extension Service staff, forestry business and marketing specialists, local legislators and other partners to conduct annual “Sustainable Forestry Conferences” through 2014.	
<b>Target Date:</b>	<b>Responsibility/Hours/Budget</b>	<b>Progress:</b>
04/30/2011	Recreation-Tourism/Rural Development Committee – 4 hrs Conference Planning Committee – 80 hrs (UW-Extension, UM-Extension, Regional Planning Commission) RC&D Coordinator - 30 hrs  \$1,500 (Council Direct Support) \$ 500 ( Local Sponsor Direct Support) \$2,500 (Participant Registration)	October 2010:  January 2011:  April 2011:  July 2011:

## **TRI-COUNTY APPROACH TO AQUATIC INVASIVES MANAGMENT PROJECT**

**Description of opportunity:** The Lumberjack RC&D area has a wealth of water resources that are threatened by aquatic invasives. The objective of this project is to create a multi-county aquatic invasives species prevention program.

**Benefits expected:** Lumberjack hired an Aquatic Invasives Project Coordinator to:

- 1) Coordinate with county staff and committees in developing an aquatic invasive species early detection and control plan.
- 2) Educate and train existing and new organizations, volunteers, general public and officials on the identification and control of aquatic invasives species.
- 3) Conduct field work and initiate contacts to find, describe, classify and evaluate occurrences of invasive species.
- 4) Coordinate workshops and other meetings to collect data and disseminate information.
- 5) Work with organizations to secure funding for new or on-going aquatic invasive species education, control and tracking methods.

**Status:** The grant project proposal submitted by the Lincoln County Land Information & Conservation Department to the Wisconsin Department of Natural Resources Aquatic Invasive Species Control Grant Program was approved for funding on April 6, 2009. The Lumberjack RC&D Aquatic Invasives Coordinator started in July of 2009. A "Reimbursement Agreement" between Lincoln County and Lumberjack for the "Tri-County Approach to Aquatic Invasives Management Project" was finalized on July 30, 2009 which provides for three years of funding for the coordinator position.

<b>Element:</b>	Water Management
<b>Goal:</b>	Increase public awareness of Aquatic Invasive Species (AIS) and assist in the prevention of new infestations in a minimum of three (3) area counties without an active program by 2012.
<b>Objective:</b>	Obtain technical expertise in educating the public and assisting in the prevention of the spread of AIS in area waters through 2012.
<b>Strategy:</b>	<p>1) Council will partner with at least one county land conservation department receiving AIS grant funding to hire a council AIS Coordinator to provide the expertise in the prevention of aquatic invasives species by 2010.</p> <p>2) Lumberjack's AIS Coordinator will assist partners in conducting at least four (4) workshops/demonstrations per year on AIS prevention through 2012.</p> <p>3) AIS Coordinator will develop and/or provide educational material on the prevention, control and management of invasive aquatic species for distribution at a minimum of four (4) partner scheduled AIS events per year through 2012.</p>

Target Date:	Responsibility/Hours/Budget	Progress:
07/21/2012	Recreation-Tourism/Rural Development Committee – 4 hrs Forest, Langlade and Lincoln County Land Conservation Department Staff – 40 hrs Coordinator/Administrative Assistant – 40 hrs Aquatic Invasives Coordinator – 2,080 hrs Local Partner Work Groups – 1,000 hrs RC&D Coordinator – 20 hrs  \$177,800 (Total 3-yr Grant Award) \$100,295 (Total 3-year In-Kind Support)	October 2010:  January 2011:  April 2011:  July 2011:

## COUNCIL OFFICE ASSISTANCE

The RC&D Coordinator is a permanent full-time employee of the USDA-Natural Resources Conservation Service with a work year based on 2,088 hours or 261 days. The Administrative Assistant is a permanent part-time Council employee working four days per week resulting in 1,672 hours of 209 days of assistance.

The maximum number of days available for Council assistance at the current office staffing level has been divided into the following categories:

“Council Support” activities include assisting in the development of the Area Plan and annual Plan of Work, providing technical assistance to Council committees, Council capacity development, and preparation for Council meetings. Also included is the development of working relationships with other organizations by attending meetings of county Land & Water Conservation Committees, state, regional and national RC&D associations. This time is not spent directly on project activities, but will hopefully provide future project opportunities.

“Project Implementation” is an estimate of time spent on research, planning, coordinating, implementing and progress reporting for Council-approved projects.

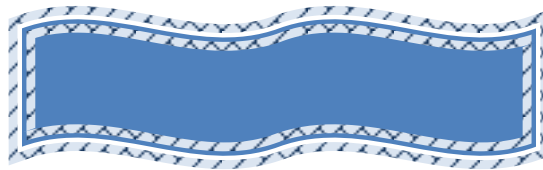
“Training/Professional Development” includes training required by NRCS as well as development opportunities provided by partners and other outside organizations.

“Administration: includes time for administrative details such as work planning, office management, time reporting, mail handling, reading and project administration.

“Annual Leave/Holidays” is the total amount of vacation and holiday leave available per year. (“Sick Leave” use varies dramatically from year to year and was not included in the table below.)

### OFFICE ASSISTANCE

ACTIVITY	DAYS	%
Council Support	220	47
Project Implementation	130	28
Training/Professional Development	10	2
Administration	50	10
Annual Leave/Holidays	60	13
Total	470	100



## **DISTRIBUTION OF PLAN OF WORK**

The RC&D Council President and State Conservationist sign this plan. The Annual Plan of Work serves as the NRCS acknowledgement that the council is meeting the requirements under Public Law 107-141, U.S.C. Sections 1528-1537. Copies are provided to council members, NRCS field offices and assisting agencies. This plan is posted on the website- [www.wi.nrcs.usda.gov/partnerships/lumberjack/](http://www.wi.nrcs.usda.gov/partnerships/lumberjack/). The State Conservationist will forward approved copies to the Director, Resource Conservation and Development and Rural Lands Division, Regional Assistant Chief and other USDA agency heads in the state as needed.

## COMPLIANCE STATEMENT/SIGNATURE PAGE

Lumberjack RC&D Council, Inc. agrees that the RC&D Program will be conducted in compliance with the nondiscrimination provisions as contained in Title VI and VII of the Civil Rights Act of 1964 as amended, the Civil Rights Restoration Act of 1987 (Public Law 100-259) and other nondiscrimination statutes; namely, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and in accordance with the regulations of the Secretary of Agriculture (7CFR-15, Subparts A and B) that provide that no person in the United States shall, on the ground of race, color, national origin, age, sex, religion, marital status, or handicap/disability be excluded from participation in, or be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial (or technical) assistance from the U.S. Department of Agriculture or any agency thereof.

Lumberjack RC&D Council, Inc. agrees that the signing of this document constitutes agreement to comply with federal laws concerning restrictions on lobbying, a drug-free workplace, and responsibilities for nonprocurement, suspension, debarment and State review.

Lumberjack RC&D Council, Inc. hereby adopts this Plan of Work and agrees to use effectively the assistance provided by the U.S. Department of Agriculture to realize the goals and objectives outlined herein.

Name: Lumberjack Resource Conservation & Development Council, Inc.  
State: Wisconsin

By:

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R. Wayne Plant, Council President

Date

Attest:

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Yvonne Van Pembroke, Council Secretary

Date

This action authorized at an official meeting of the Lumberjack RC&D Council, Inc. on October 21, 2010.

U.S. Department of Agriculture - Natural Resources Conservation Service

Acknowledged By:

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Patricia S. Leavenworth, State Conservationist

Date